



Louisiana Department
Of State Civil Service

Annual Performance Planning and Review Report

Fiscal Year 2003-2004

(Submitted to the Director of Civil Service and the Civil Service Commission on February 2, 2005)

In accordance with Civil Service Rule 10.12 (c), state agencies are required to submit an annual Performance Planning and Review (PPR) report to the Director of Civil Service. The final annual report for fiscal year 2003-2004 is attached to this memo. The data is organized so that columns one and two indicate the name of the agency.

The reports are as follows:

1. First Report - Alphabetical Order by Agency.

This report lists all agencies by major department, in alphabetical order. The third column indicates the total number of employees for whom ratings were reported by the agency. The fourth column indicates the percentage of employees who were unrated for fiscal year 2003-2004. The fifth and sixth columns indicate the percentage of employees who were unrated for the two prior fiscal years—2002-2003 and 2001-2002. Data provided on this main report for the Housing Authorities and Ports/Levee Districts reflects the combined totals for each group. The Louisiana Technical Colleges did not submit their report for this past year.

Please note that data for one agency is presented differently this year. Due to 2004 legislation establishing the Office of Youth Services as a separate agency, we presented the data for the Office of Youth Services separately, listing each youth facility as well as the Division of Youth

Services, which includes Headquarters and Juvenile Probation and Parole. We have done the same thing for Corrections Services, listing each individual adult facility, Prison Enterprises, Adult Probation and Parole and Headquarters. Since this data was combined on our reports in the past, individual information from previous years is not shown on this report.

2. Second Report - Ascending Order by Un-Rated Rate.

The second report sorts the agencies in ascending order according to the percentage of employees who were not rated for fiscal year 2003-2004. *Agencies appearing at the very bottom of the list, with no percentage value in the column, did not report or no longer report under that agency title.* As in the first report, the third column in this report indicates the total number of employees for whom ratings were reported by the agency. The fifth and sixth columns provide the percentage of unrated employees for the previous two fiscal years.

3. Chart #1-PPR Ratings For Last 3 Fiscal Years Including Involuntary/Probational Separations

Chart #1 shows the actual numbers of PPR Ratings reported for each of the past three fiscal years. This chart presents the number of ratings in each of the rating categories. Additionally, in the first column, the report provides the number of Involuntary Separations/Probational Separations, which includes those employees who (1) were separated from probation, (2) resigned to avoid dismissal, or (3) were dismissed. It is reasonable to assume that these dismissed employees were ones who most likely did receive, or would have received, ratings of Poor or Needs Improvement.

4. Chart #2-PPR Ratings For Last 3 Fiscal Years by %

Chart # 2 shows the percentage of ratings in each category over a three-year period.

5. Chart #3-Meets Requirements vs. Less Than Meets Requirements

This chart represents the percentage of employees whose performance was less than “Meets Requirements” vs. those whose performance was deemed to be “Meets Requirements” or higher. The percentage of employees whose performance was less than “Meets Requirements” includes those who were actually rated “Poor” or “Needs Improvement”, as well as those who were

separated while on probation or involuntarily, which we have concluded are employees who either did receive, or would have received, ratings of less than “Meets Requirements” if they had remained in state service. The percentage of unrated employees is not shown in this chart.

In response to comments and questions we have received, we conducted some research into the relationship between performance ratings and a “normal distribution”, or statistical bell curve. To reach a “bell-curve” configuration, it is necessary to compare each employee’s individual performance to the performance of other employees.

Our system was specifically designed to evaluate each employee’s performance when compared to personalized expectations and standards established for that employee. The primary goals of our system are to enhance communication between employees and supervisors, and to provide a reliable tool to encourage employee development and growth. Thus, an employee “competes” for his rating by trying to meet the goals established by a supervisor for a specific position and person. In our system, a supervisor can tailor goals and expectations to the needs of a specific position, and for the unique strengths and weaknesses of individual employees. When the employee’s performance is evaluated, it is evaluated against the stated expectations for the position occupied by the employee.

Some organizations, particularly private sector entities, require a forced-distribution, bell-curve configuration, so that a pre-determined percentage of employees fall into categories on a performance scale. The categories are often designated As, Bs and Cs, or have numerical designations. In these organizations, forced rankings often determine the amount of an employee’s pay increase, based on his rating. However, our research indicates that compelling managers to distribute ratings in such a manner is counter to the ultimate goals of an effective performance evaluation process. In fact, in its Quantitative Methods training materials, World at Work, the premier Professional Association for Compensation, Benefits and Total Rewards discusses the use of forced distribution. The writer states that, statistically, the bell curve distribution “is considered to be the normal distribution”, and further states that, “Most data, including compensation and benefits data, are not perfectly normal. The normal distribution does not apply to things that do not naturally occur. For example, performance ratings would not apply.”

Indeed, recent research suggests that “forced rankings” are not a desirable result of a performance rating system. A copy of an article published in the *National Law Journal* within the last year is attached to this report. The article addresses problems with forced rankings, and specifically discusses lawsuits filed on grounds of age discrimination and discrimination in terms of minorities. Companies involved in such lawsuits recently include Ford Motor Company, Sprint, Caterpillar and Goodyear Tire and Rubber Company.

In summary, we believe our employees are best served by the current system, where by a supervisor can tailor goals and expectations to the needs of a specific position, and for the unique strengths and weaknesses of individual employees.

Decrease in Statewide Un-Rated Rate, from 6.6% in FY 02/03 to 4.48% in FY 03/04

Please note that for Fiscal Year 2003-2004, there has been a reduction in the percentage of unrated employees. While we were very pleased with the 6.60% Un-Rated rate of fiscal year 2002-2003, we are heartened by the further reduction of this rate during this past year, to 4.48%. We think that this sustained low percentage of unrated employees is an indication that Appointing Authorities, Human Resources offices, and individual supervisors and managers have made long-term commitments to their performance management programs. In addition, we believe agencies recognize the value of a strong PPR program to the overall success of the agency and achievement of the agency’s mission. With new management in place at many of our state agencies over the last year, we think it’s important that the strong PPR programs we have seen developed in state agencies in recent years be continued and sustained. A copy of this report will, as in past years, be sent to all Appointing Authorities, as well as to the Governor and her Chief of Staff.

2003-2004 PPR Report in Alphabetical Order by Un-Rated Rate

	A	B	J	K	L	M
1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
2	Agriculture	Department of Agriculture	799	5.63%	5.44%	12.90%
3	Civil Service	Department of Civil Service	96	0.00%	0.00%	0.00%
4	Civil Service	Division Of Administration	30	0.00%	0.00%	0.00%
5	Civil Service	Ethics	19	0.00%	5.56%	5.56%
6	Civil Service	Municipal Fire and Police	17	0.00%	5.88%	13.33%
7	Community Colleges	Baton Rouge Community College	38	5.26%	2.50%	3.13%
8	Community Colleges	Bossier Parish Community College	83	0.00%	2.44%	1.43%
9	Community Colleges	Delgado Community College	224	50.89%	50.77%	38.89%
10	Community Colleges	L.E. Fletcher Technical Community College	10	0.00%		
11	Community Colleges	La. Delta Community College				
12	Community Colleges	Nunez Community College	43	2.33%	6.52%	0.00%
13	Community Colleges	River Parishes Community College	7	0.00%	0.00%	0.00%
14	Community Colleges	South La. Community College	2	0.00%	0.00%	
15	Community Colleges	Sowela Technical Community College	28	0.00%		
16	Council on Development of the Family	CODOFIL	3	0.00%	0.00%	0.00%
17	Culture, Rec & Tourism	Dept of Culture, Recreation & Tourism	669	1.05%	0.47%	2.10%
18	Culture, Rec & Tourism	New Orleans City Park	57	21.05%	44.32%	26.67%
19	Economic Development	Department of Economic Development	68	10.29%	2.94%	40.63%
20	Education	Department of Education	576	1.04%	0.36%	0.20%
21	Education	School for Math, Science & Technology	13	0.00%	7.14%	7.14%
22	Education	School for the Deaf	169	4.14%	3.53%	7.98%
23	Education	School for the Visually Impaired	33	9.09%	2.70%	0.00%
24	Education	Special Ed. Center	143	2.80%	6.71%	1.59%
25	Education	Special School District	23	13.04%		
26	Educational TV Authority	LETA	84	1.19%	0.00%	0.00%
27	Elections & Registration	Department of Election Administration	154	10.39%	1.35%	0.68%
28	Environmental Quality	Department of Environmental Quality	963	2.18%	3.56%	5.01%
29	Governor's Office	Architectural Examination Board	2	0.00%	0.00%	
30	Governor's Office	BESE	8	0.00%	0.00%	0.00%
31	Governor's Office	Board of Regents	10	30.00%	55.56%	33.33%
32	Governor's Office	Commission on Law Enforcement	53	0.00%	0.00%	0.00%
33	Governor's Office	Cosmetology, Board of	24	20.83%	44.44%	100.00%
34	Governor's Office	Department of Veterans Affairs	357	0.28%	0.52%	0.27%
35	Governor's Office	Division Of Administration	963	1.87%	2.99%	4.88%
36	Governor's Office	Elderly Affairs	57	0.00%	1.89%	1.85%
37	Governor's Office	Manufactured Housing	7	57.14%	62.50%	
38	Governor's Office	Mental Health Advocacy	15	93.33%	64.29%	76.92%
39	Governor's Office	Military	5	0.00%	0.00%	
40	Governor's Office	Office of Financial Institutions	124	1.61%	0.00%	0.83%
41	Governor's Office	Patient's Compensation Fund	35	0.00%	0.00%	18.52%
42	Governor's Office	Racing Commission	18	0.00%	0.00%	0.00%
43	Governor's Office	Real Estate Commission	23	4.35%	16.00%	23.81%
44	Governor's Office	State Emp Grp Benefit	320	1.56%	28.74%	26.85%
45	Governor's Office	State Licensing Board	54	7.41%	1.92%	3.77%
46	Governor's Office	Student Financial Assistance	152	1.32%	0.68%	6.94%
47	Governor's Office	Used Vehicle Commission	21	0.00%	5.00%	0.00%
48	Governor's Office	Women's Policy	3	33.33%	33.33%	50.00%
49	Health & Hospitals	Capitol Area Human Services	206	0.49%	0.00%	0.64%

2003-2004 PPR Report in Alphabetical Order by Un-Rated Rate

	A	B	J	K	L	M
1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
50	Health & Hospitals	Citizens with Develop	4236	2.86%	3.25%	9.28%
51	Health & Hospitals	Dentistry, Board of	3	0.00%	0.00%	0.00%
52	Health & Hospitals	Department of Health	2118	6.23%	9.05%	17.30%
53	Health & Hospitals	Embalmers, Brd of	1	0.00%	0.00%	
54	Health & Hospitals	Jefferson Parish Healt	186	12.37%	19.54%	19.86%
55	Health & Hospitals	Medical Examiners, B	55	14.55%	11.54%	13.16%
56	Health & Hospitals	Mental Health, Ofc of	3165	6.19%	8.16%	15.71%
57	Health & Hospitals	Nursing, Board of	29	17.24%	33.33%	64.00%
58	Health & Hospitals	Office of Addictive Dis	535	4.86%	8.93%	10.29%
59	Health & Hospitals	Pharmacy, Board of	16	0.00%	0.00%	28.57%
60	Health & Hospitals	Practical Nurse Exami	9	22.22%	0.00%	14.29%
61	Health & Hospitals	Public Health, Ofc of	1911	2.20%	3.45%	10.33%
62	Health & Hospitals	RadiolTech Board			0.00%	
63	Housing Authorities	composite	882	25.85%	39.29%	50.07%
64	Housing Finance Ager	LA Housing Finance A	77	5.19%	7.58%	8.00%
65	Insurance	Department of Insuran	236	7.20%	8.44%	28.24%
66	Labor	Board of Barber Exam	3	0.00%		
67	Labor	Board of Plumbing	5	0.00%	0.00%	0.00%
68	Labor	Department of Labor	1133	7.15%	5.58%	10.30%
69	Levees/Ports	composite	1090	3.49%	5.00%	2.72%
70	Louisiana Tech Colleg	composite			3.79%	2.99%
71	LSU System	Administration	2	0.00%	0.00%	0.00%
72	LSU System	Agriculture Center	560	5.18%	5.39%	6.78%
73	LSU System	Alexandria	86	3.49%	0.00%	1.35%
74	LSU System	Baton Rouge	1569	6.69%	4.59%	7.44%
75	LSU System	Eunice	69	0.00%	0.00%	0.00%
76	LSU System	Hebert Law Center	21	0.00%	0.00%	0.00%
77	LSU System	Pennington Biomedica	76	3.95%	0.00%	9.43%
78	LSU System	Shreveport	100	2.00%	8.33%	5.71%
79	LSU System	Univ. of New Orleans	338	2.66%	1.92%	2.12%
80	LSU/HSC/HCS	Bogalusa Medical Cen	393	1.78%	21.04%	2.04%
81	LSU/HSC/HCS	E. K. Long	725	2.34%	2.07%	1.79%
82	LSU/HSC/HCS	H. P. Long	488	1.02%	0.39%	13.96%
83	LSU/HSC/HCS	Health Care Svcs. Hdc	74	0.00%	6.98%	6.67%
84	LSU/HSC/HCS	L. J. Chabert	714	0.28%	0.51%	0.24%
85	LSU/HSC/HCS	Lafayette	672	4.46%	14.78%	18.36%
86	LSU/HSC/HCS	Lallie Kemp	370	0.54%	0.73%	1.47%
87	LSU/HSC/HCS	Med. Center of NO	3896	2.13%	5.80%	15.82%
88	LSU/HSC/HCS	W. O. Moss	333	3.30%	1.72%	10.89%
89	LSU/HSC/NO	New Orleans	974	18.48%	6.98%	11.95%
90	LSU/HSC/S	E. A. Conway	785	3.31%	18.52%	25.07%
91	LSU/HSC/S	Shreveport	2737	10.89%	18.20%	23.26%
92	N O Ctr for Creative Arts/Riverfront		9	0.00%	0.00%	
93	Natural Resources	Department of Natural	512	0.00%	0.20%	0.86%
94	Pub Safety & Corr/Cor	Avoyelles Cor Ctr	374	0.00%		
95	Pub Safety & Corr/Cor	Corrections Headquar	136	4.41%		
96	Pub Safety & Corr/Cor	DabadieCorr Ctr.	136	0.00%		
97	Pub Safety & Corr/Cor	Dixon Corr Ctr.	542	0.00%		

2003-2004 PPR Report in Alphabetical Order by Un-Rated Rate

	A	B	J	K	L	M
1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
98	Pub Safety & Corr/Cor	Hunt Corr Ctr.	662	2.72%		
99	Pub Safety & Corr/Cor	Institute for Women	382	0.79%		
100	Pub Safety & Corr/Cor	LA State Penitentiary	1704	0.18%		
101	Pub Safety & Corr/Cor	Phelps Corr Ctr.	316	0.00%		
102	Pub Safety & Corr/Cor	Prison Enterprises	80	1.25%		
103	Pub Safety & Corr/Cor	Probation and Parole	800	0.38%		
104	Pub Safety & Corr/Cor	Wade Corr Ctr.	583	3.26%		
105	Pub Safety & Corr/Cor	Washington Corr Ctr	411	0.00%		
106	Pub Safety & Corr/Pub	Department of Public S	1845	4.82%	4.15%	4.63%
107	Pub Safety & Corr/Pub	Private Investigator Br	1	0.00%		100.00%
108	Pub Safety & Corr/Yol	Bridge City	102	7.84%		
109	Pub Safety & Corr/Yol	Jetson	477	37.32%		
110	Pub Safety & Corr/Yol	Juv Probation and Par	294	0.00%		
111	Pub Safety & Corr/Yol	Swanson - Madison	328	16.16%		
112	Pub Safety & Corr/Yol	Swanson - Monroe	279	2.51%		
113	Pub Safety & Corr/Yol	YS Headquarters	39	0.00%		
114	Public Svc. Commissi	Public Service Commi	95	18.95%	7.45%	7.69%
115	Revenue	Department of Revenu	903	5.87%	8.91%	12.91%
116	Social Services	Department of Social S	5231	1.41%	4.34%	5.70%
117	Southern Univ. System	Baton Rouge	523	1.72%	7.43%	66.85%
118	Southern Univ. System	New Orleans	134	0.00%	7.87%	37.80%
119	Southern Univ. System	Shreveport/Bossier	57	3.51%	0.00%	15.00%
120	State	Department of State	177	1.13%	2.40%	5.92%
121	Transportation & Dev.	Brd. Prof Engineers	8	12.50%		
122	Transportation & Dev.	Dept. of Transportation	5207	2.48%	5.32%	4.32%
123	Treasury	Department of Treasu	45	4.44%	4.76%	4.17%
124	Treasury	Firefighters Retirement	4	100%		
125	Treasury	School Employees Re	31	35.48%	31.43%	40.00%
126	Treasury	State Employees Retir	128	1.56%	4.96%	13.51%
127	Treasury	State Pol Retire Sys			0.00%	
128	Treasury	Teacher's Retirement	157	1.27%	6.29%	6.80%
129	University System	Grambling State Univ.	280	17.86%	10.18%	38.61%
130	University System	Louisiana Tech. Unive	475	0.21%	1.05%	2.14%
131	University System	McNeese University	292	6.16%	14.53%	28.81%
132	University System	Nicholls State Univers	282	0.71%	2.85%	5.54%
133	University System	Northwestern State	249	1.61%	0.84%	22.71%
134	University System	Southeastern La. Univ	481	0.00%	0.00%	0.21%
135	University System	Univ. La.-Monroe	415	3.86%	28.16%	13.85%
136	University System	Univ.La.-Lafayette	723	1.66%	21.36%	46.42%
137	Wildlife & Fisheries	Department of Wildlife	751	3.60%	4.85%	9.63%
138						
139	Grand Totals			4.48%	6.60%	10.69%
140						
141						
142	Did not report					
143						
144						
145						

2003-2004 PPR Report in Ascending Order by Un-Rated Rate

	A	B	J	K	L	M
1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
2	Civil Service	Department of Civil Se	96	0.00%	0.00%	0.00%
3	Civil Service	Division Of Administra	30	0.00%	0.00%	0.00%
4	Civil Service	Ethics	19	0.00%	5.56%	5.56%
5	Civil Service	Municipal Fire and Pol	17	0.00%	5.88%	13.33%
6	Community Colleges	Bossier Parish Commu	83	0.00%	2.44%	1.43%
7	Community Colleges	L.E. Fletcher Tech Co	10	0.00%		
8	Community Colleges	River Parishes Comm	7	0.00%	0.00%	0.00%
9	Community Colleges	South La. Comm Colle	2	0.00%	0.00%	
10	Community Colleges	Sowela Tech Commur	28	0.00%		
11	Council on Dvlpmnt of	CODOFIL	3	0.00%	0.00%	0.00%
12	Education	School for Math, Sci &	13	0.00%	7.14%	7.14%
13	Governor's Office	Architectural Examine	2	0.00%	0.00%	
14	Governor's Office	BESE	8	0.00%	0.00%	0.00%
15	Governor's Office	Comm on Law Enforce	53	0.00%	0.00%	0.00%
16	Governor's Office	Elderly Affairs	57	0.00%	1.89%	1.85%
17	Governor's Office	Military	5	0.00%	0.00%	
18	Governor's Office	Patient's Comp Fund	35	0.00%	0.00%	18.52%
19	Governor's Office	Racing Commission	18	0.00%	0.00%	0.00%
20	Governor's Office	Used Vehicle Commis	21	0.00%	5.00%	0.00%
21	Health & Hospitals	Dentistry, Board of	3	0.00%	0.00%	0.00%
22	Health & Hospitals	Embalmers, Brd of	1	0.00%	0.00%	
23	Health & Hospitals	Pharmacy, Board of	16	0.00%	0.00%	28.57%
24	Labor	Board of Barber Exam	3	0.00%		
25	Labor	Board of Plumbing	5	0.00%	0.00%	0.00%
26	LSU System	Administration	2	0.00%	0.00%	0.00%
27	LSU System	Eunice	69	0.00%	0.00%	0.00%
28	LSU System	Hebert Law Center	21	0.00%	0.00%	0.00%
29	LSU/HSC/HCS	Health Care Svcs. Hdd	74	0.00%	6.98%	6.67%
30	N O Ctr for Creative Arts/Riverfront		9	0.00%	0.00%	
31	Natural Resources	Department of Natural	512	0.00%	0.20%	0.86%
32	Pub Safety & Corr/Cor	Avoyelles Cor Ctr	374	0.00%		
33	Pub Safety & Corr/Cor	DabadieCorr Ctr.	136	0.00%		
34	Pub Safety & Corr/Cor	Dixon Corr Ctr.	542	0.00%		
35	Pub Safety & Corr/Cor	Phelps Corr Ctr.	316	0.00%		
36	Pub Safety & Corr/Cor	Washington Corr Ctr	411	0.00%		
37	Pub Safety & Corr/Cor	Private Investigator Br	1	0.00%		100.00%
38	Pub Safety & Corr/You	Juv Probation and Par	294	0.00%		
39	Pub Safety & Corr/You	YS Headquarters	39	0.00%		
40	Southern Univ. System	New Orleans	134	0.00%	7.87%	37.80%
41	University System	Southeastern La. Univ	481	0.00%	0.00%	0.21%
42	Pub Safety & Corr/Cor	LA State Penitentiary	1704	0.18%		
43	University System	Louisiana Tech. Unive	475	0.21%	1.05%	2.14%
44	Governor's Office	Department of Veterar	357	0.28%	0.52%	0.27%
45	LSU/HSC/HCS	L. J. Chabert	714	0.28%	0.51%	0.24%
46	Pub Safety & Corr/Cor	Probation and Parole	800	0.38%		
47	Health & Hospitals	Capitol Area Human S	206	0.49%	0.00%	0.64%
48	LSU/HSC/HCS	Lallie Kemp	370	0.54%	0.73%	1.47%
49	University System	Nicholls State Univers	282	0.71%	2.85%	5.54%

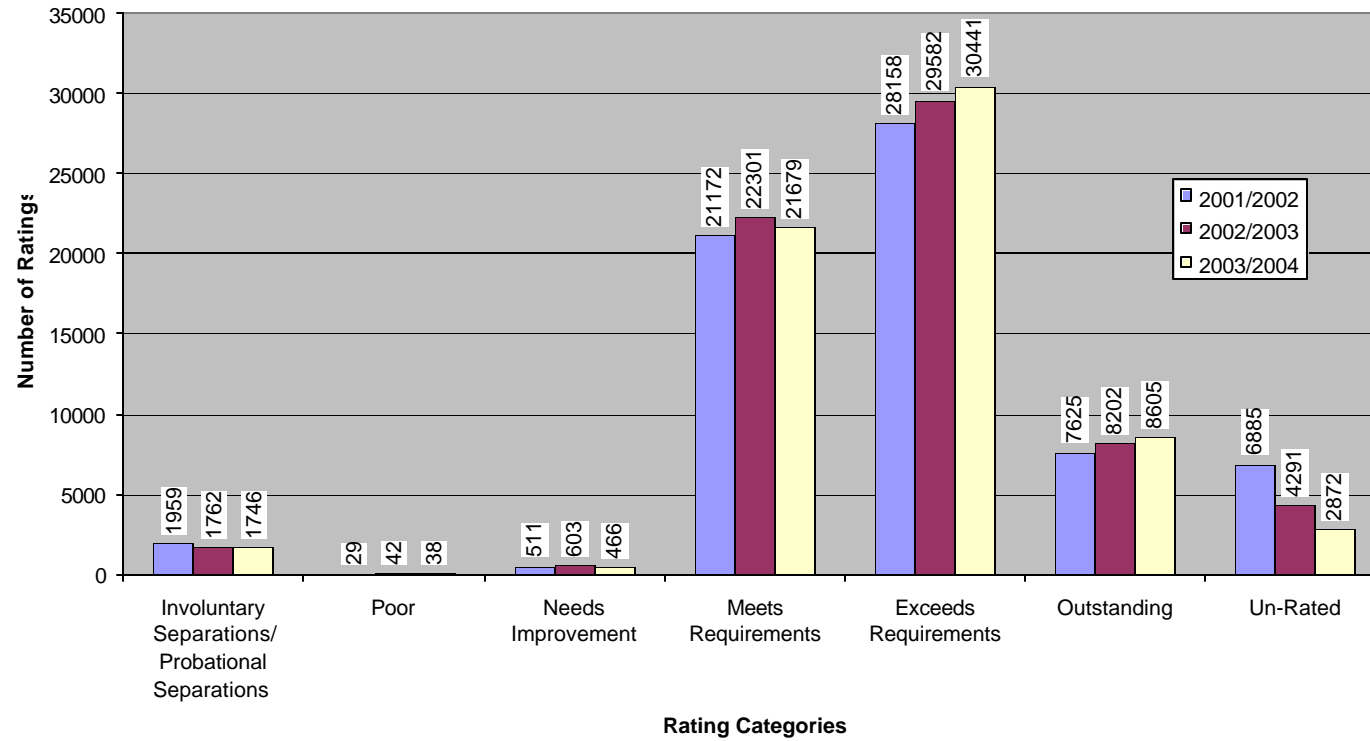
2003-2004 PPR Report in Ascending Order by Un-Rated Rate

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1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
50	Pub Safety & Corr/Cor	Institute for Women	382	0.79%		
51	LSU/HSC/HCS	H. P. Long	488	1.02%	0.39%	13.96%
52	Education	Department of Educati	576	1.04%	0.36%	0.20%
53	Culture, Rec & Tourisr	Dept of Culture, Recre	669	1.05%	0.47%	2.10%
54	State	Department of State	177	1.13%	2.40%	5.92%
55	Educational TV Auth	LETA	84	1.19%	0.00%	0.00%
56	Pub Safety & Corr/Cor	Prison Enterprises	80	1.25%		
57	Treasury	Teacher's Retirement	157	1.27%	6.29%	6.80%
58	Governor's Office	Student Financial Assi	152	1.32%	0.68%	6.94%
59	Social Services	Department of Social S	5231	1.41%	4.34%	5.70%
60	Governor's Office	State Emp Grp Benefi	320	1.56%	28.74%	26.85%
61	Treasury	State Employees Retir	128	1.56%	4.96%	13.51%
62	University System	Northwestern State	249	1.61%	0.84%	22.71%
63	Governor's Office	Office of Financial Ins	124	1.61%	0.00%	0.83%
64	University System	Univ.La.-Lafayette	723	1.66%	21.36%	46.42%
65	Southern Univ. System	Baton Rouge	523	1.72%	7.43%	66.85%
66	LSU/HSC/HCS	Bogalusa Medical Cer	393	1.78%	21.04%	2.04%
67	Governor's Office	Division Of Administra	963	1.87%	2.99%	4.88%
68	LSU System	Shreveport	100	2.00%	8.33%	5.71%
69	LSU/HSC/HCS	Med. Center of NO	3896	2.13%	5.80%	15.82%
70	Environmental Quality	Department of Envirnr	963	2.18%	3.56%	5.01%
71	Health & Hospitals	Public Health, Ofc of	1911	2.20%	3.45%	10.33%
72	Community Colleges	Nunez Comm College	43	2.33%	6.52%	0.00%
73	LSU/HSC/HCS	E. K. Long	725	2.34%	2.07%	1.79%
74	Transportation & Dev.	Dept. of Transportation	5207	2.48%	5.32%	4.32%
75	Pub Safety & Corr/Yol	Swanson - Monroe	279	2.51%		
76	LSU System	Univ. of New Orleans	338	2.66%	1.92%	2.12%
77	Pub Safety & Corr/Cor	Hunt Corr Ctr.	662	2.72%		
78	Education	Special Ed. Center	143	2.80%	6.71%	1.59%
79	Health & Hospitals	Citizens with Developr	4236	2.86%	3.25%	9.28%
80	Pub Safety & Corr/Cor	Wade Corr Ctr.	583	3.26%		
81	LSU/HSC/HCS	W. O. Moss	333	3.30%	1.72%	10.89%
82	LSU/HSC/S	E. A. Conway	785	3.31%	18.52%	25.07%
83	Levees/Ports	composite	1090	3.49%	5.00%	2.72%
84	LSU System	Alexandria	86	3.49%	0.00%	1.35%
85	Southern Univ. System	Shreveport/Bossier	57	3.51%	0.00%	15.00%
86	Wildlife & Fisheries	Department of Wildlife	751	3.60%	4.85%	9.63%
87	University System	Univ. La.-Monroe	415	3.86%	28.16%	13.85%
88	LSU System	Pennington Biomedica	76	3.95%	0.00%	9.43%
89	Education	School for the Deaf	169	4.14%	3.53%	7.98%
90	Governor's Office	Real Estate Commissi	23	4.35%	16.00%	23.81%
91	Pub Safety & Corr/Cor	Corrections Headquar	136	4.41%		
92	Treasury	Department of Treasu	45	4.44%	4.76%	4.17%
93	LSU/HSC/HCS	Lafayette	672	4.46%	14.78%	18.36%
94	Pub Safety & Corr/Put	Department of Public S	1845	4.82%	4.15%	4.63%
95	Health & Hospitals	Office of Addictive Dis	535	4.86%	8.93%	10.29%
96	LSU System	Agriculture Center	560	5.18%	5.39%	6.78%
97	Housing Finance Ager	LA Housing Finance A	77	5.19%	7.58%	8.00%

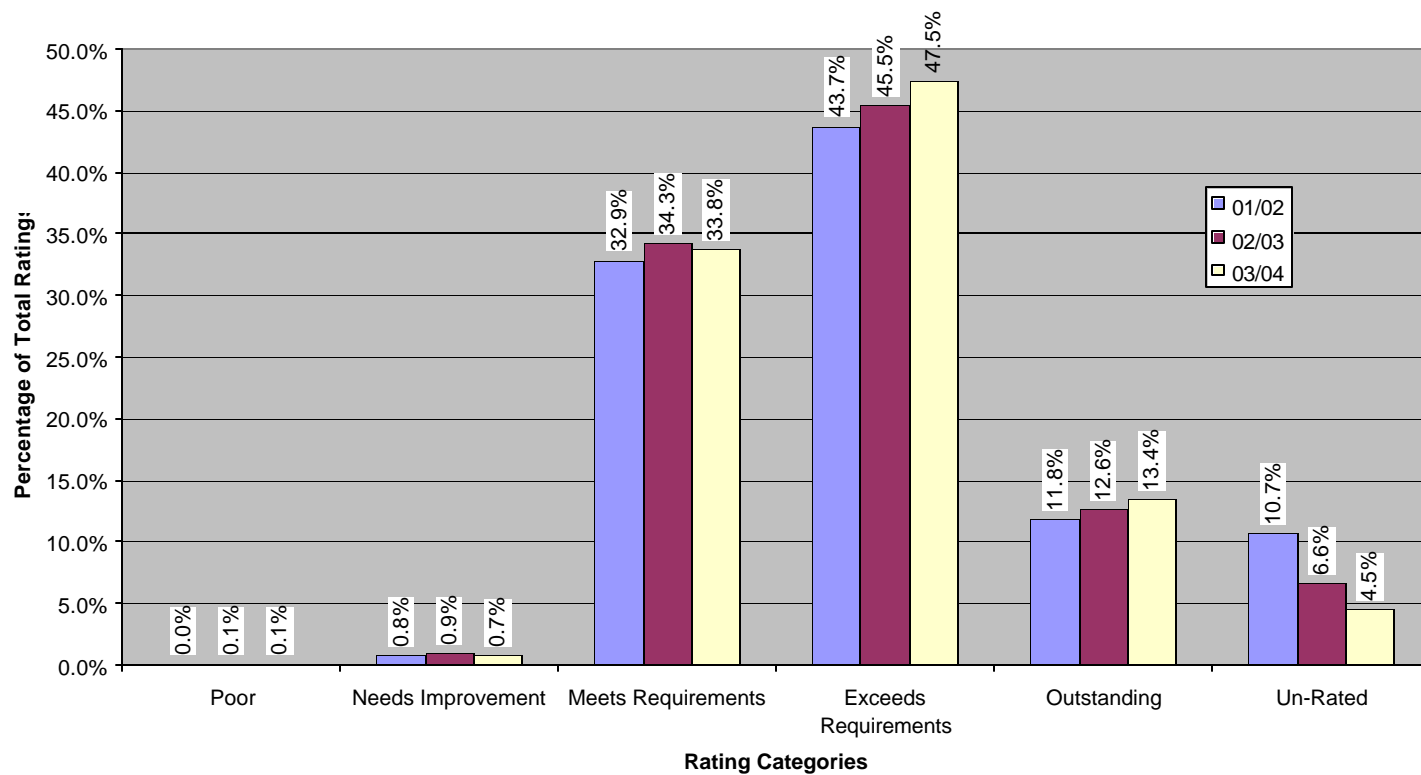
2003-2004 PPR Report in Ascending Order by Un-Rated Rate

	A	B	J	K	L	M
1	Agency	Agency	Reported Total 03-04	Un-Rated Rate for 03-04	Un-Rated Rate for 02-03	Un-Rated Rate for 01-02
98	Community Colleges	Baton Rouge Commur	38	5.26%	2.50%	3.13%
99	Agriculture	Department of Agricult	799	5.63%	5.44%	12.90%
100	Revenue	Department of Revenu	903	5.87%	8.91%	12.91%
101	University System	McNeese University	292	6.16%	14.53%	28.81%
102	Health & Hospitals	Mental Health, Ofc of	3165	6.19%	8.16%	15.71%
103	Health & Hospitals	Department of Health	2118	6.23%	9.05%	17.30%
104	LSU System	Baton Rouge	1569	6.69%	4.59%	7.44%
105	Labor	Department of Labor	1133	7.15%	5.58%	10.30%
106	Insurance	Department of Insuran	236	7.20%	8.44%	28.24%
107	Governor's Office	State Licensing Board	54	7.41%	1.92%	3.77%
108	Pub Safety & Corr/You	Bridge City	102	7.84%		
109	Education	School for the Visually	33	9.09%	2.70%	0.00%
110	Economic Developme	Department of Econonr	68	10.29%	2.94%	40.63%
111	Elections & Registratio	Department of Election	154	10.39%	1.35%	0.68%
112	LSU/HSC/S	Shreveport	2737	10.89%	18.20%	23.26%
113	Health & Hospitals	Jefferson Parish Healt	186	12.37%	19.54%	19.86%
114	Transportation & Dev.	Brd. Prof Engineers	8	12.50%		
115	Education	Special School District	23	13.04%		
116	Health & Hospitals	Medical Examiners, B	55	14.55%	11.54%	13.16%
117	Pub Safety & Corr/You	Swanson - Madison	328	16.16%		
118	Health & Hospitals	Nursing, Board of	29	17.24%	33.33%	64.00%
119	University System	Grambling State Univ.	280	17.86%	10.18%	38.61%
120	LSU/HSC/NO	New Orleans	974	18.48%	6.98%	11.95%
121	Public Svc. Commissio	Public Service Commi	95	18.95%	7.45%	7.69%
122	Governor's Office	Cosmetology, Board o	24	20.83%	44.44%	100.00%
123	Culture, Rec & Tourisr	New Orleans City Park	57	21.05%	44.32%	26.67%
124	Health & Hospitals	Practical Nurse Exami	9	22.22%	0.00%	14.29%
125	Housing Authorities	composite	882	25.85%	39.29%	50.07%
126	Governor's Office	Board of Regents	10	30.00%	55.56%	33.33%
127	Governor's Office	Women's Policy	3	33.33%	33.33%	50.00%
128	Treasury	School Employees Re	31	35.48%	31.43%	40.00%
129	Pub Safety & Corr/You	Jetson	477	37.32%		
130	Community Colleges	Delgado Community C	224	50.89%	50.77%	38.89%
131	Governor's Office	Manufactured Housing	7	57.14%	62.50%	
132	Governor's Office	Mental Health Advoca	15	93.33%	64.29%	76.92%
133	Treasury	Firefighters Retiremen	4	100%		
134	Community Colleges	La. Delta Comm Coll				
135	Health & Hospitals	RadioITech Board			0.00%	
136	Louisiana Tech Colleg	composite			3.79%	2.99%
137	Treasury	State Pol Retire Sys			0.00%	
138						
139	Grand Totals			4.48%	6.60%	10.69%
140						
141						
142	Did not report					
143						
144						
145						

PPR Ratings For Last 3 Fiscal Years Including Invol/Prob Separations



PPR Ratings for Last 3 Fiscal Years by %



Meets Requirements Vs. Less Than Meets Requirements

